



# REAL WORLD GROUP

transforming organisations



consultancy/research/diagnostics

# transforming organisations



**Welcome to Real World Group – and the world of transforming organisations.**

A world where each employee's potential is developed, where individuals are actively encouraged to think for themselves, where using real initiative and questioning the 'status quo' is all part of the day - and where supporting colleagues and associates comes naturally.

A world where more effective leaders are developed who inspire those around them, excite others to give their best, enable them to become better leaders themselves and engage all in a shared vision which will mobilise everyone towards real and sustainable organisational success.

Whether you wish to develop organisation-wide leadership

behaviours and qualities, enhance management competencies or governance – or successfully manage equality and diversity – our innovative solutions, well-proven strategies, and constantly evolving range of consultancy services, diagnostic tools and research opportunities, will provide the results and Return on Investment your organisation needs.

Founded by Professor Beverly Alimo-Metcalfe and Dr. John Alban-Metcalfe - both leading figures in the field of leadership studies and who undertook the largest ever investigation into leadership in Europe - Real World Group has transformed thinking regarding leadership strategies and developed a global reputation for being at the cutting edge of leadership, culture change, equality and diversity, and governance.

# consultancy



**All too frequently, management development consultancies adopt a one-size-fits-all philosophy.**

At Real World Consultancy we know from first-hand experience that not only are no two organisations ever the same, but that even within the same organisation, the perceptions from different divisions and groups in the organisation can be very different.

As a result, we develop tailored solutions, specific programmes or interventions which are expressly designed to deliver real and sustainable change for each organisation with whom we work.

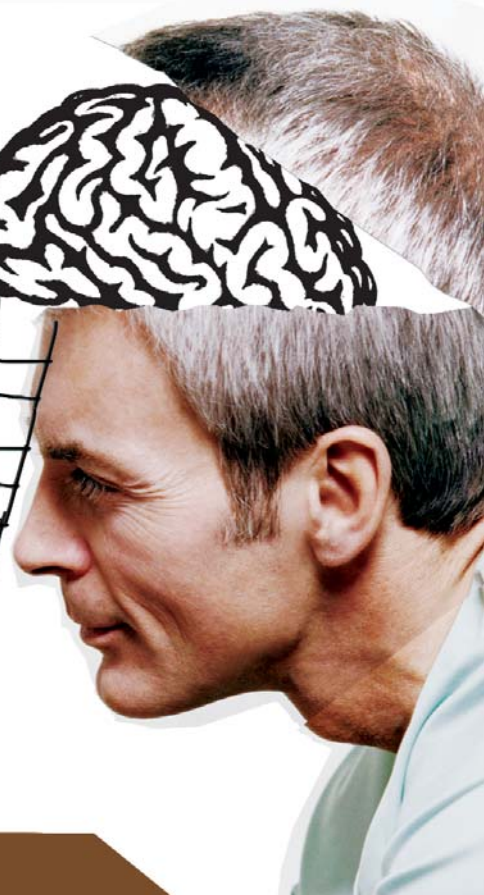
These solutions are based on our extensive practical experience, supported by robust on-going research into their effectiveness.

Exploring your organisation's current reality, building consensus for a dynamic vision of how things should be – and helping you design and implement all necessary changes – we ensure real and sustainable performance improvement, supported by an organisational wide evolution.

Providing a fresh and dynamic approach to finding the right solutions for the issues you face on a daily basis, our consultants will also help create capacity for growth via sustainable and positive change.

Our passion is working with organisations that respect and value human potential and capability in bringing about real culture improvements. Where organisations show concern for their people, empowering them and attempting to genuinely engage their spirit, our experience shows that no issues are too great to overcome.

# research



**Real World Research never stops investigating issues in organisations, and shares the findings to enable organisations to create outcomes that will really work in the Real World.**

Over the years we have become increasingly expert in research that is ethical and robust, but equally importantly, which informs organisations of the efficient, and most effective way to do things.

We carry out research in all aspects of organisational life to improve leadership, equality and diversity culture change and governance, through identifying the key issues that people in organisations are really experiencing, and investigating how working practices can be improved for the good of the people in the organisation, and the bottom line.

Research is conducted both for the Real World Group, and for many other

organisations. We are committed to regularly evaluating the effectiveness of our diagnostic instruments and our consultancy interventions. We are equally focused on working with other organisations, building their capacity, to improve the way they function.

Our highly skilled team, who are frequently invited to share their findings at national and international conferences, have developed a reputation for robust, cutting edge research in leadership, culture change, equality and diversity, and governance.

We are proud to have conducted research with, and for, a variety of organisations including the Department of Health, local authorities, police forces and police authorities, the Home Office, the Cabinet Office, and a number of multinational private sector organisations.

# diagnostics



**Real World Diagnostics provides highly practical individual, team and organisational diagnostic solutions that robustly address the issues you need to analyse so that you can resource efficiently direct the solutions to effect real and sustainable changes within you and your organisation.**

We help organisations of all types and sizes enhance leadership behaviours and qualities, implement management competencies and benefit from equality and diversity, by offering a constantly evolving range of diagnostic tools, each capable of being purpose-designed to meet your specific needs.

**Our diagnostic capabilities include:**

- 360-degree feedback instruments offering extensive feedback of self-perceptions 'v' others' perceptions of leadership effectiveness.

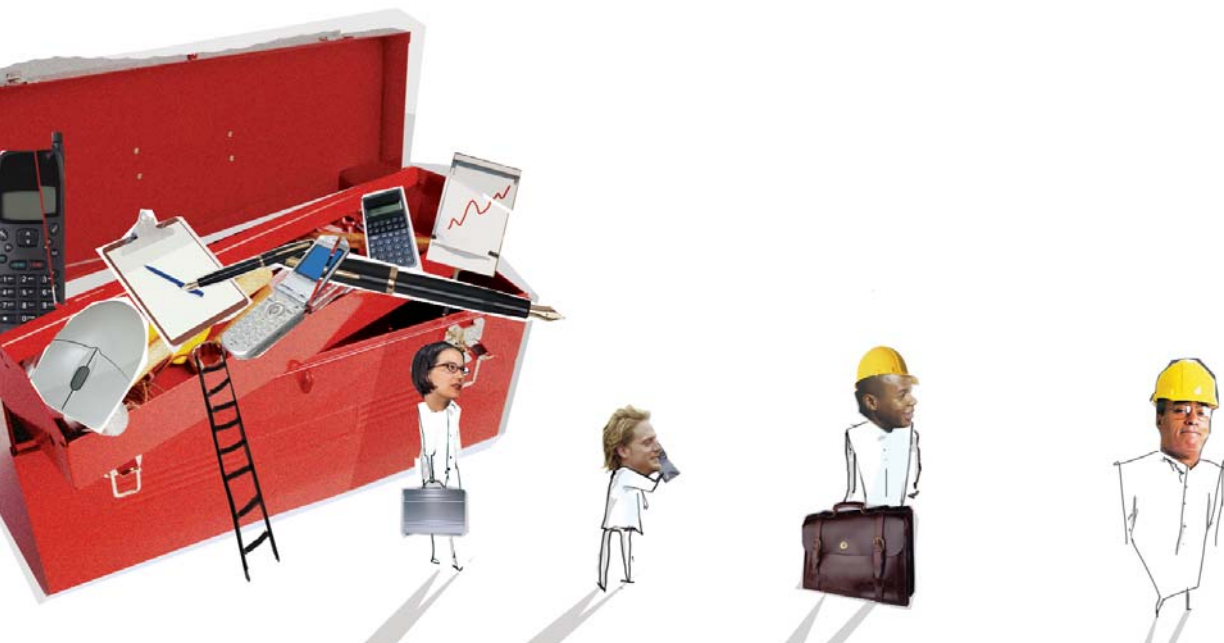
- Specific information regarding the impact of individual managerial behaviours on employee performance.

- Organisational and stakeholder diagnostics including the extent to which different groups view organisational capabilities, cultures and readiness for change.

**Bespoke diagnostic instruments to analyse behaviours, qualities and attributes in areas including:**

- Governance
- Organisational Culture
- Readiness for Change
- Leadership Behaviours
- Management Competencies
- Equality and Diversity

# contact



**Real World Group has helped transform numerous public, private and voluntary sector bodies where it matters – in the Real World.**

To discuss your specific requirements – and discover how we can bring transformational thinking to your organisation - please call our Sales and Marketing Manager or visit [www.realworld-group.com](http://www.realworld-group.com)

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